



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

October 20, 2006

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of October 19, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 499 disciplinary actions have been taken against KDMC employees. Of this number, 253 actions have been discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or have resigned.

Since our last report, one case has been closed and one case has been referred to the Office of Affirmative Action Compliance for investigation. As a result, KDMC's open caseload is currently 31 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

KDMC and DHS Nurse Recruiters will be hosting recruitment tables at the following events: Azusa Pacific University's Nursing Career Day on October 25, 2006 and Cerritos College's Nursing Career Day on October 26, 2006. On October 24, 2006, KDMC and DHS Nurse Recruiters are scheduled to go to Francisco Bravo Medical Magnet School to make a presentation to high school students interested in healthcare careers.

Each Supervisor
October 20, 2006
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If you have any questions, please call me.

MJH:STS
SBH:ck

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL102006

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 10/19/06

Dated: 10/19/2006

Closed Cases -	928
Open Cases -	31
Referred Cases -	13
Grand Total =	972

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	5	32	0	35	82
Discharges of Probationers	0	7	8	1	13	29
Suspensions (6 - 30 Days)	4	12	51	5	39	111
Suspensions (1 - 5 Days)	11	10	24	2	22	69
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	20	9	31	6	11	77
Release of Temporary Employee	15	1	39	0	9	64
Medical Release	0	0	0	0	1	1
Subtotal	68	51	211	19	150	499

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary⁴ Corrective Actions	25	12	41	43	34	155
Total Actions Taken	93	63	252	62	184	654

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners

² Includes: Surgical Technicians; Medical Technologists; etc.

³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 10/19/06

Dated: 10/19/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	18	1	1	20
Release of Temporary Employee	15	0	0	15
Medical Release	0	0	0	0
Subtotal	58	9	1	68

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	23	1	1	25
Total Actions Taken	81	10	2	93